

**Idaho Veterans**  
CHAMBER *of*  
COMMERCE

A 501(c)(3) nonprofit organization  
Founded in 2020

# ANNUAL REPORT

**“Providing a  
Veterans Network  
Navigation Wrap  
Around Services  
Hub Across  
All of Idaho”**



Phone Number

**208-917-9977**



Website

**www.IdahoVeterans.org**



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**Admin@idahoveterans.org**

**TOGETHER IS BETTER**

# MISSION

## VALUES

## VISION



## Our Mission

To provide wrap-around navigation services and operate a statewide network resource hub connecting veterans, military-serving members, and their families to trusted support across education, housing, entrepreneurship, workforce, and family & wellness.

## Our Vision

is to bridge the gaps by building strong sustainable partnerships deeply rooted within the Idaho and Military communities through collaboration and connection. We build and maintain partnerships & relationships with businesses, agencies, associations, organizations, and nonprofits to provide pathways for veterans, military serving, and their families to find *the right resources every time*.

## Our Values

**V** alor – To honor those that have served and continue to serve

**E** mpathy – For the sacrifices that have been endured

**T** imely – In providing navigation services to our community

**E** ncouraging – Our members where they are and supporting their journey

**R** espect – For individual experiences without bias

**A** chievement – Ensuring pathways lead to successful outcomes

**N** avigate – Connecting our members to the right resources

# TOGETHER IS BETTER

# Membership & Networks

**2,715** total members in the Idaho Veterans Chamber of Commerce ecosystem. These figures represent unduplicated contacts across multiple roles and engagement points, reflecting the Chamber's integrated navigation model. The Network is comprised of individuals, businesses, employers, partners, sponsors, volunteers, and community stakeholders engaged through navigation services, events, programs, collaboration, connection, and partnerships.

Our membership includes:

- 1,000+ Veterans, military-serving members, spouses, and families
- 400+ Veteran and spouse business owners
- 250+ Employers committed to veteran-inclusive hiring
- Community partners, sponsors, patriots, and volunteers

Many members engage in multiple roles across our ecosystem as career seekers, entrepreneurs, employers, mentors, and advocates reinforcing the Chamber's navigation model and reducing duplication of services across Idaho's veteran support landscape.

This interconnected network enables the Chamber to deliver coordinated, efficient, and person-centered navigation services across education, workforce, entrepreneurship, housing, and family and wellness pathways.

**The Idaho Veterans Chamber of Commerce operates a FREE statewide veteran focused navigation network hub, coordinating one of Idaho's most comprehensive ecosystems of support for veterans, military serving members, and their families.**



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# A Message From Our Founder



## Dr. Mindi Anderson Executive Director/President & Founder

In 2025, the Idaho Veterans Chamber of Commerce took deliberate steps to strengthen not just our programs, but the infrastructure required to sustain and scale impact. As our reach expanded across education, workforce, entrepreneurship, housing, and family and wellness navigation, it became clear that growth would require difficult, disciplined decisions rooted in long-term stewardship.

**Together Is Better** is more than a belief. It is the framework that guides how we lead. We do not duplicate services. We navigate systems. Just as importantly, we continually assess whether our internal structure is aligned to responsibly support the communities we serve. The outcomes you will read about were made possible through a growing network of partners, staff, and the trust of funders who believe in collaboration over fragmentation.

As part of preparing the organization for its next phase of statewide growth, we made strategic leadership and staffing decisions designed to build capacity, strengthen accountability, and ensure financial sustainability. They reflect our commitment to stewarding resources wisely and aligning our team and governance structure with the scale and complexity of our mission.

Philanthropic and grant funding played a critical role in enabling this progress. Funding was not simply applied to services; it was strategically invested in navigation capacity, partnership coordination, and systems that reduce duplication and increase outcomes.

Looking ahead, we are focused on strengthening what works and building what's next: launching structured mentorship services, formalizing additional Command Post chapters across Idaho, and continuing to invest in governance and leadership development to support responsible expansion. These efforts ensure that as demand grows, our ability to deliver impact grows with integrity and intention.

The Idaho Veterans Chamber of Commerce exists because collaboration delivers results. Veterans, service members, and their families deserve clear pathways—not confusion—when transitioning to civilian life. By uniting funders, partners, employers, educators, and community leaders, we create connections that open doors to education, workforce opportunities, housing, entrepreneurship, family support, and wellness services that last. That is something I am very proud of, and all members of the Idaho Veterans Chamber of Commerce Network should be proud of too.

**Thank you for being an integral part of IDVCCs journey and for making a lasting impact on the lives of those who have dedicated themselves to our country.**

# Navigation Services



## Education

Connecting veterans and families to education benefits, training, certifications, and postsecondary pathways.

## Workforce

Supporting career seekers and employers through counseling, SkillBridge, apprenticeships, and placement pathways.

## Entrepreneur

Linking veteran and spouse business owners to advising, capital readiness, mentoring, and growth resources.

## Housing

Navigating home ownership, rental support, repairs, and housing stability solutions.

## Family & Wellness

Connecting individuals to mental health, physical wellness, financial stability, and morale-building resources.

**We Don't  
Duplicate...  
We navigate!**



**TOGETHER IS BETTER**

# ABOUT NAVIGATION SERVICES

On average, 6 hours are spent within each navigation service request guiding our veterans, military serving, and their families towards resources. Average cost per navigation service request is \$180.00

Included in those 6 hours

**01**

## Intake

An initial intake session that allows the navigation team to get to know the member and learn more about the need to then determine which navigation pathway they will take.

**02**

## Support

Supporting navigation pathways such as career opportunities, business launch and growth, housing benefits, and repairs, exploring the right education benefits, and so much more.

**03**

## Resource Review

A review of all the resources we have in our toolbox navigating towards or providing tools, mentorship, or resources, and connections.

**04**

## Collaboration and Connection (Navigation)

Introduction emails and registration links to connect them to the resources or people within the communities they live in.

**05**

## Navigational Beacon

Follow up to make sure they get the answers they need or are still on the right path, to let them know we are here as a NAVIGATIONAL BEACON to help redirect if needed.

**06**

## Ongoing Support

Continue to provide information to attend workshops or events they would benefit from.

Each request is unique and different that takes different pathways. Some are directed to veterans resources, some are directed to Idaho community resources, and some are navigated to both.

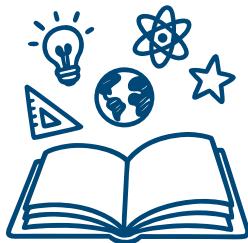
# Navigation Services Impact

1 Jan 2022 - 31 Dec 2025



## Entrepreneur Outcomes

- Provided navigation services, outreach, training, and support to **800+ business** advisement for members with tools to start or grow their businesses. and connected them to resource partners.
- Hosted 90+connection events, masterminds, contracting coffee chats, and workshops.
- **420 businesses** registered on the Veteran and Spouse Business Directory for Idaho.
- Hosted Business Start Up, Growth, and Pitch Incubators serving 100+ business owners



## Education Outcomes

- Supported **245** members in finding education benefits and programs to support learning goals through navigation services, outreach, and connection to opportunities.
- Host of the one only Annual Education Partner Summit at schools across Idaho with record-breaking attendance both in person and online. Preparing for Summit in Lewiston in 2026



## Workforce Outcomes

- Provided navigation services, outreach, and support to **629** career seekers and Skillbridge Transitioning Service Members and their families.
- Provided 543 contacts with community outreach employer support.
- Placed our first **3 Apprenticeship** Pathways for Military in Transition to utilize education benefits with local employers.
- Supported the pursuit or placement of **179 SkillBridge** transitioning service members. Saved employers up to \$16+Million in personnel cost savings
- Hosted 20 Employer/Career Seeker Coffee Chats
- Continue to be an Employment Navigator Program Partner with the U.S. Department of Labor.

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# Navigation Services Impact

1 Jan 2022 - 31 Dec 2025



## Housing Outcomes



- Completed **11 home repair projects** or moves for veterans and their families.
- **Raised \$170,000+** towards housing initiatives (Tiny Homes & Home Repairs)
- Completion of the build of the first two Idaho Veterans Tiny Homes with West Ada School District Technical Education Center Students - Completion Dec 2025.
- Provided navigation services, outreach, and support to **231** home buyers or coordinated home repair requests.
- Partnered with the Idaho Associated General Contractors and Paul Davis and the many sponsors who have **donated 40 sheds** to Veterans and Veteran Service Organizations

## Family and Wellness Outcomes

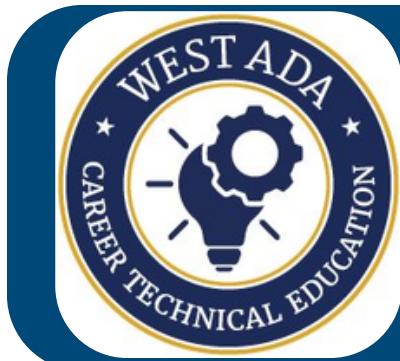


- Supported several Veteran Service Organizations in their efforts to carry out their mission through donations, fundraising, and event support.
- **Donated \$25k+** to Veteran Service Organizations to include in-kind Donations.
- Provided 360+ recommendations, connections, or introductions to people and/or resources within our network to support the needs of the Idaho and Military Community.

**TOGETHER IS BETTER**

# THE FIRST TWO VETERANS TINY HOMES ARE COMPLETED!

The homes will be donated to a Veteran or Spouse Farmer or Rancher in 2026 through an application and selection process. This initiative addresses workforce housing shortages while creating hands-on career pathways for students and long-term stability for veteran families.



Our first two homes were built by the West Ada Career and Technical Education Center



Thank you to our Sponsors, Donors, and major contributors for helping us launch this project.

Idaho Association of General Contractors | West Ada Career and Technical Education Center | John Borbonus Foundation | Idaho Housing Finance Association | Tito's Handmade Vodka | American Rooter and Drain | HDR Engineering | The Laura Moore Cunningham Foundation

**BREAKING  
NEWS**

Learn More at [www.IdahoVeterans.org/TinyHomes](http://www.IdahoVeterans.org/TinyHomes)  
Email us at [Housing@IdahoVeterans.org](mailto:Housing@IdahoVeterans.org)

In 2026, we are bringing on a 2<sup>nd</sup> CTE Program to Build Tiny Homes from COSSA Highschool in Wilder, Idaho



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# 2025 Champions of Freedom Awards

**Housing Partner of the Year - Idaho Associated General Contractors**

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**Entrepreneur Partner of the Year - BSU College of Innovation and Design**

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**Education Partner of the Year - Leap Fox Learning**

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**Family and Wellness Partner of the Year - Mountain Home Spouses Club**

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**Workforce Partner of the Year - ID Dept. of Labor (Denise Spring - Idaho Falls)**

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**Veteran Business Owner of the Year - Recon Overland and Offroad**

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**Supporter of the Year - Sparklight**

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**Veteran Resource Organization of the Year - VFW District 5 Honor Guard**

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**Ambassador of the Year - Kerry Greenwald (Creekside Mortgage)**

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**Veteran and Family Employer Network - Concrete Cure**

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**Executive Director's Award - Kim Bird (VAREP)**

# CONGRATULATIONS

# Congratulations 2025 Shark Tank Business Pitch Winners!

These recognitions underscore the power and impact of cross-sector collaboration across Idaho's vibrant veteran ecosystem.



**1st Place**  
**DNA Innovations**



**2nd Place**  
**Crutch Carries**



**Crowd Favorite**  
**Battlespace Idaho**

**Thank you to our Pitch Judges...**  
**Cara Van Sant - Boise State University**  
**Simon Avalos - Swire Coca-Cola**  
**Scott Schlange - KeyBank**  
**Dr. Trillitye Paullin - Free to Feed**  
**Marie Baker - Small Business Development Center**

# 2025 Highlights



Amazon Donations!!



Valor Pointe Holiday  
Christmas Giving!



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## OPERATION “FREEDOM CROSSROADS”

\*\*\*This rendering is conceptual in nature, and no plans or land have been selected at this time.

- 5 Acres of Land
- 43 Tiny Home Units w/Sheds
- **Community Center:** Kitchen, Gym, Dayroom, Computer room, conference room, office, Gazebo.
- Pathway for walking around the perimeter of village
- Parade Grounds



\*\*\*This rendering is conceptual in nature, and no plans or land have been selected at this time.



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**Thank you HDR Engineering for Bringing the Tiny Homes Village to Life**

# What's Ahead for 2026?

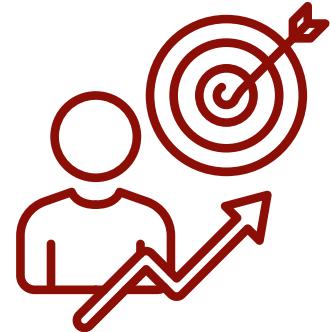
Looking ahead, we are building for the future through sustainability, thoughtful expansion, and innovation—powered by collaboration and community support.

## STRATEGIC PRIORITIES

- Deepening statewide collaboration to amplify impact through a unified navigation ecosystem
- Investing in board and committee leadership to support scalable, mission-aligned governance
- Scaling the Command Post model to strengthen regional access and statewide reach
- Strengthening sustainable funding through value-driven partnerships and diversified revenue

## GOALS

- Expand veteran workforce housing solutions
- Grow employer and industry engagement
- Strengthen education and career pathways
- Increase rural and agricultural outreach
- Scale veteran and family support services
- Build long-term organizational sustainability
- Elevate awareness and advocacy across Idaho



**We Don't Duplicate - We Collaborate & Navigate**

# JOIN US IN STRENGTHENING IDAHO'S VETERAN ECOSYSTEM

*Our mission thrives because of those who choose to get involved. Whether you give your time, lend your expertise, or invest in our services or networks, you help bridge the gap between Idaho and the military families who call our state home.*

## GIVE TIME

1

- Serve as an Ambassador or Mentor
- Volunteer at Programs & Events
- Champion Our Mission in Your Community



## SHARE YOUR TALENT

2

- Support us in Grant Writing
- Join a Committee and share your talents to help us thrive and grow!
- Become a Committee Chair



## INVEST TREASURE

3

- Become or Renew a Sponsor
- Join as a Member
- Contribute to Campaigns
- Sponsor Events
- Donate Auction Items
- Offer Grant or Beneficiary Opportunities
- Explore Custom Partnerships



*"Success is not the final destination, and failure is not the most dreadful result, what truly counts is the courage to continue pushing ahead."*

# CREEKSIDE MORTGAGE INCORPORATED



## BECOME AN AMBASSADOR

**Ready to make a real difference?**  
Become an Ambassador and Build Capacity  
Across Idaho.

**LEARN MORE**



[www.idahoveterans.org/ambassador](http://www.idahoveterans.org/ambassador)



[Admin@IdahoVeterans.org](mailto:Admin@IdahoVeterans.org)



# VOLUNTEER

## LET US HELP OTHERS



**So many ways to get involved in projects or events across Idaho. Volunteers make the difference in successfully caring for Idaho's Veterans and their families.**

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- Event Support
- Housing Projects  
(Moving, painting, housekeeping, etc.)
- Marketing
- Grant Writing
- Career Mentor
- Business Owner Mentor
- Any support needed

Contact us at

[www.IdahoVeterans.org](http://www.IdahoVeterans.org) | [Admin@idahoveterans.org](mailto:Admin@idahoveterans.org)



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# We Are Seeking **BOARD MEMBERS**

**SERVICE  
HONOR  
IMPACT**

## **SERVING THOSE WHO SERVED**

The Idaho Veterans Chamber of Commerce is recruiting passionate, purpose-driven leaders to join our Board of Directors.

Our Board plays a critical role in shaping strategy, expanding statewide impact, and strengthening Idaho's military-connected economy. If you believe in service beyond self and want to help veterans, service members, and military families thrive  
- Connect with us!



(208) 917-9977



[www.idahoveterans.org](http://www.idahoveterans.org)



[Admin@idahoveterans.org](mailto:Admin@idahoveterans.org)

We are grateful for every partner who invests in collaboration over duplication.

## THANK YOU TO OUR GRANT PARTNERS



## THANK YOU TO OUR EVENT AND MEMBERSHIP SPONSORS



## THANK YOU TO OUR DONORS



## Idaho Veterans Chamber of Commerce

2026  
Scheduled Events

Event Sponsorship  
Opportunity Levels Vary  
from \$250.00-\$15k

Find us Across the State or  
Virtually!  
(208) 917-9977  
Admin@idahoveterans.org  
www.IdahoVeterans.org/Events

## Giving Opportunities

**May 4<sup>th</sup> - 7<sup>th</sup>**  
Idaho Gives

**November 9<sup>th</sup>**  
Kegs for a Cause

**December 8<sup>th</sup> - 31<sup>st</sup>**  
Avenues for Hope - End of Year Giving

## Are you interested in.....

- Event Sponsorship?
- Donating raffle/auction/In-Kind Services or Items?
- Being a campaign giver?

**Education Partner Summit**  
March 10<sup>th</sup> - 12<sup>th</sup>  
Lewis Clark State College/Virtual  
Lewiston, Idaho

**Free Day of Kids Play (Tentative)**  
April 25<sup>th</sup>  
Honoring The Month of the Military Child  
Ann Morrison Park, Boise ID

**Construction Combine**  
April 28-29th (Meridian - Home Depot)  
Veterans Shed Giveaway

**6th Veterans Salute Golf Tournament**  
June 23rd - 9 AM Shotgun  
Shadow Valley, Boise ID

**Cascade Golf Tournament**  
*Co-hosted with VAREP*  
July 24<sup>th</sup> - 8 AM Shotgun  
Cascade, ID

**4<sup>th</sup> Annual Military Heritage Ball**  
September 11th - 5:00 - 9:00 PM  
Boise Centre, Boise ID

**Shark Tank Business Pitch Competition**

November 4<sup>th</sup> - 4:00 PM  
During SBA National Veteran Small Business Week  
Boise State University - Venture College

**Veterans Christmas Drop - Valor Pointe**  
December 22nd  
Nampa, ID

**4<sup>th</sup> Annual Champions of Freedom Awards Dinner**  
January 28th, 2027  
Galaxy Event Center - Meridian ID

Learn more about our events at [IdahoVeterans.org/Events](http://IdahoVeterans.org/Events)